

House File 2197 - Introduced

HOUSE FILE 2197
BY COMMITTEE ON VETERANS
AFFAIRS

(SUCCESSOR TO HSB 583)

A BILL FOR

- 1 An Act providing veterans a holiday for veterans day and making
- 2 penalties applicable.
- 3 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. NEW SECTION. 91A.5A Holiday time off — Veterans
2 Day.

3 An employer shall provide each employee who is a veteran, as
4 defined in section 35.1, with, at the employer's discretion,
5 a paid or unpaid holiday, or an equivalent of eight hours
6 compensation in lieu of a paid holiday or compensatory time off
7 with pay or without pay, for Veterans Day, November 11, if the
8 employee would otherwise be required to work on that day. An
9 employee shall provide the employer with at least one month's
10 prior written notice of the employee's intent to take time off
11 for Veterans Day and shall also provide the employer with a
12 federal certificate of release or discharge from active duty,
13 or such similar federal document, for purposes of determining
14 the employee's eligibility for the benefit provided in this
15 section.

16 EXPLANATION

17 This bill requires each employer in this state to provide
18 each employee who is a veteran with a paid or unpaid holiday,
19 or comparable pay in lieu of a paid holiday, or paid or unpaid
20 time off, for Veterans Day, November 11, if the employee would
21 otherwise be required to work on that day. The bill requires
22 an employee seeking time off for Veterans Day to provide their
23 employer with at least thirty days prior notice and to submit
24 a federal certificate or similar document to establish the
25 employee's eligibility for this benefit. Any employer who
26 violates the provisions of this new provision shall be subject
27 to a civil penalty of not more than \$500 for each violation
28 pursuant to Code section 91A.12.